



Prepping for Q4

For many companies, end of year is the busiest time, yet it is also when employees take the most time off. Here are a few things to think about to prepare:

- Are all of your accounts receivable/collections being taken care of?
- Do you have any projects where you can use some help to finish before the year's end?
- Do members of your team have extended vacations or holiday plans where you'll need coverage?
- Are you in need of short-term help for the busy season?
- What needs to be done for your team to end the year on a positive note?



We can help fill the gaps and ensure you close out the year on a positive and productive note! Contact us today to connect with available candidates.

FEATURED CANDIDATE

Recruiter

Reach out to learn more about all of our available candidates, or click the "Featured Candidates" link below.

- Bachelor's degree in Communications
- Candidate brings 2 years of prior Talent Acquisition experience
- Has worked in a high-volume setting, doing full desk recruiting
- Strengths: gives 110%, resourceful, goal-oriented
- Presents as an energetic, positive, and sharp candidate
- Available immediately and is open to contract, contract to hire, and permanent opportunities



5 Interviewer Tips to Reduce the Influence of Bias in the Interview Process

1. Have a consistent interview process: Have a list of questions prepared in advance and try your best to ask every candidate the same questions. This will allow you to best compare candidates based on skills and traits.
2. Choose questions that focus on capabilities for the future, not the past. Example: How would you approach doing A, B, C?
3. Have multiple people interview the candidate. Each interviewer should ask questions relating to expertise and job requirements. Share your notes with each other; this will help to reduce bias.
4. Be welcoming & comfortable:
 - Share the interview process with the candidate and what to expect in terms of questions and topics.
 - Consider having a phone screen first. This will naturally reduce bias by eliminating visual clues.
 - Ask the candidate prior to an interview if there are any accommodations that they may need during the interview.
 - Add some additional time for the interview in case there are technical difficulties that may need to be addressed if it's a virtual interview.
5. The do's and don'ts for small talk during an interview:
 - Don't bring up hobbies, sports or vacation. You shouldn't favor a candidate because they may have a hobby or sports team in common with you.
 - Don't discuss finances, politics, family, religion, age or appearance.
 - Do ask about the weather or how the candidate's day is going so far.
 - Do ask about the geography of a candidate. How long have you lived in _____? Have you visited _____ or been to the _____ restaurant?



Did you know?

Lakeshore Talent offers great benefits for both part-time and full-time contractors, including:

- Health and dental benefits
- 401K
- PTO options (full-time employees)

Offering competitive benefits help keep contractors engaged, happy, and appreciated, which helps reduce turnover for you.

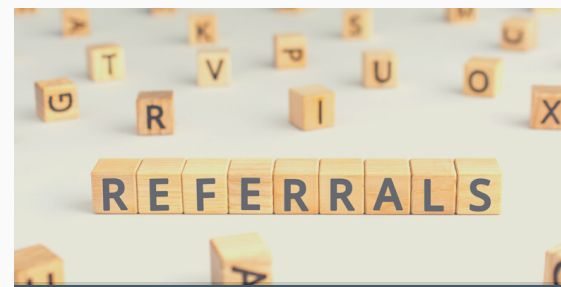
Contact us to learn more.





“Pam and the entire Lakeshore team is always incredible to work with. I've worked with them both as a candidate and as an employer and they're always friendly, responsive, and extremely helpful. They partner with the best of the best candidates and employers!”

Client Testimonial



REFER AND EARN

DON'T FORGET THAT WE OFFER REFERRAL BONUSES FOR BOTH CANDIDATES AND CLIENTS

CONTACT US FOR DETAILS



BIRTHDAYS AND ANNIVERSARIES

Join us in celebrating our September birthdays and anniversaries!

Happy Lakeshore Anniversary to:

Lindsay N. - 11 years on 9/12

